

Message Text

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PAGE 01 SANTIA 00513 241546Z
ACTION MMO-04

INFO OCT-01 ARA-14 ISO-00 SS-15 A-01 AID-05 USIA-15

AGRE-00 OMB-01 SP-02 PER-05 /063 W

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R 241249Z JAN 78

FM AMEMBASSY SANTIAGO
TO SECSTATE WASHDC 7919

UNCLAS SANTIAGO 0513

FOR DEPUTY UNDER SECRETARY FOR MANAGEMENT FROM AMBASSADOR

EO 11652: NA

TAGS: AMGT

SUBJ: HIRING LIMITATION

REF: A. STATE 003165; B. SANTIAGO 0512

1. I UNDERSTAND THAT THE DEPARTMENT CAN ONLY FILL ITS HIGHEST PRIORITY POSITIONS BY REDUCING AND CHANGING SOME EXISTING SLOTS TO ADD TO THE 334 ADDITIONAL POSITIONS OBTAINED FOR FY 78-79. EMBASSY SANTIAGO'S RECORD IN ELIMINATING UNNEEDED POSITIONS HERE (SEE MOST RECENTLY 77 SANTIAGO 7266) IS WELL ESTABLISHED. WE HAVE ELIMINATED ELEVEN SLOTS POSITIONS IN THE LAST 24 MONTHS.

2. I WANT TO REGISTER, HOWEVER, MY CONCERN -- WHICH I SUSPECT IS SHARED BY MANY OTHER COM'S -- REGARDING THE DEPARTMENT'S PROCEDURAL APPROACH TO THE PROBLEM. BECAUSE OF PAST REDUCTIONS OF STATE DEPARTMENT FOREIGN SERVICE POSITIONS IN SANTIAGO (AND OVERSEAS IN GENERAL), OUR FOREIGN SERVICE POSITION COMPLEMENT IS ALREADY DRASTICALLY REDUCED WHILE THAT OF OTHER AGENCIES OF THE GOVERNMENT REMAIN RELATIVELY HIGH. THEREFORE, THE LOW PRIORITY POSITIONS (PARA 4 OF REFTEL) IN SANTIAGO ARE PRIMARILY THOSE OF OTHER AGENCIES. I HOPE THAT WHEN YOU

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SPEAK OF "ALL POSITIONS" BEING REVIEWED YOU ARE REFERRING TO OTHER AGENCY POSITIONS OVERSEAS AS WELL AS STATE POSITIONS. THE RIGID BUREAUCRATIC BOUNDARIES BETWEEN AGENCIES IN WASHINGTON SHOULD BE BROKEN DOWN SO THAT OVERSEAS POSITIONS CAN BE MAINTAINED OR ELIMINATED ON A SENSIBLE MISSION-WIDE BASIS. AT THE VERY LEAST AID AND USIS BOTH, NOW UNDER THE SECRETARY'S AUTHORITY, SHOULD HAVE

THEIR POSITIONS INCLUDED IN THE CURRENT SURVEY. IT IS ABSURD FOR A COM TO BE REQUIRED TO DESIGNATE A STATE POSITION AS LOW PRIORITY WHEN THE AGRICULTURAL ATTACHE, USIS POSITIONS AND AID POSITIONS, E.G., MAY BE OF MUCH LOWER PRIORITY.

3. IT IS BAD BOTH OPERATIONAL EFFECTIVENESS AND FOR MISSION-WIDE MORALE TO ELIMINATE STATE POSITIONS (WHETHER AMERICAN OR LOCAL NATIONAL) WHILE PERMITTING LOWER PRIORITY POSITIONS OF OTHER AGENCIES TO REMAIN UNCHALLENGED. THIS POST'S MOST RECENT PARM EXERCISE IS A CASE IN POINT. WE WERE ASKED TO LOOK AT MISSION-WIDE PRIORITIES IN TERMS OF PERSONNEL RESOURCE UTILIZATION AND WE DID JUST THAT. TO DATE, HOWEVER, THE ONLY POSITIVE FEEDBACK WE HAVE RECEIVED HAS BEEN WITH REGARD TO STATE POSITIONS. OTHER THAN THOSE RECOMMENDATIONS CONCERNING USAID AND THE MILGP, WHICH WERE LARGELY OVERTAKEN BY OTHER EVENTS, THE POST HAS RECEIVED NO RESPONSE.

4. I ALSO WOULD LIKE TO POINT OUT THAT WE ARE IN THE PROCESS OF ABSORBING THE USAID ADMINISTRATIVE FUNCTION. WHILE THERE WILL BE A SIGNIFICANT DECREASE OVERALL IN USG POSITIONS (SANTIAGO 0512), THE STATE LOCAL COMPLEMENT AUTHORIZATION WILL HAVE TO BE INCREASED TO ACCOMMODATE THE CONSOLIDATION BY SEVEN POSITIONS.

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5. I WOULD APPRECIATE CLARIFICATION ON HOW THE DEPARTMENT INTENDS TO HANDLE OTHER AGENCIES POSITIONS.
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NNN

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ISecure: 1
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Status: NATIVE
Subject: HIRING LIMITATION
TAGS: AMGT
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